

# **REPORT ON THE FEDERAL ACQUISITION WORK FORCE - 1100 Series FISCAL YEAR 2000**



**Federal Acquisition Personnel  
Information System**

**Federal Acquisition Institute  
Office of Acquisition Policy  
General Services Administration**

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## FOREWORD

**Purpose:** This is the Federal Acquisition Institute's (FAI) annual demographic report on the Federal acquisition workforce, showing trends in educational levels, turnover and hiring. This report on the Federal procurement workforce for Fiscal year (FY) 2000 provides Federal managers with data of value in planning or evaluating their respective procurement career management programs and analyzing trends to enable them to better address the career development needs of the acquisition workforce.

**Acknowledgments:** We wish to express our gratitude to Mr. George Kelly Croft, Mr. James L. Hall, Mr. Robert Heims, Mr. Ron Byers, Ms. Carol Goodroe, and their co-workers at the Office of Personnel Management. We also wish to express our gratitude to the staff of the Defense Manpower Data Center (DMDC), especially Ms. Andrea Dettner. Without their support and data, this report would not be possible.

**Organization:** Under the Office of Federal Procurement Policy Act, as amended, the FAI is located in the General Services Administration (which acts as the executive agent for the FAI). The Office of Federal Procurement Policy, Office of Management and Budget, is responsible for providing and directing the activities of the FAI.

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## EXECUTIVE SUMMARY

### Retirement

Retirement eligibility of Contract Specialists (GS-1102) rose from 5% in 1991 to a still relatively benign rate of 9% in 2000. However, retirement eligibility for full retirement climbs to 27% in 2005 and 49% in 2010. (See Procurement Work Force At A Glance, Contract Specialists, p.3.)

We use two methods to study retirement rates. First, the Defense Manpower Data Center (DMDC) calculates how many employees are eligible to retire using the CSRS rules for regular retirement and counts how many of them have actually retired. Loss rates for retirement eligibles in the General Business and Industry (GS-1101), Contract Specialist (GS-1102), Procurement Clerk/Technician (GS-1106) and Industrial Specialist (GS-1150) came down substantially from 1999 rates. (See Procurement Work Force At A Glance, p.3.) For instance, retirements of Contract Specialists spiked in 1999 at 637 (23% of regular retirement eligibles) from 343 (18% of eligibles) in 1998 in the Contract Specialist series. In 2000, only 440 (17% of regular retirement eligibles) retired in that series.

Second, the U.S. Office of Personnel Management (OPM) makes projections on the basis of actual retirements of the whole Federal population in their database and applies them to different series. These retirements include regular, early, and disability retirements. Using FY 2000 statistics OPM has revised its projections downward from calculations based on FY 1999 numbers. Contract Specialists' retirements are now projected to reach 808 in 2001 and increase to 891 in 2002. They will increase until they peak at 1,167 in 2009. Using estimates based on all Federal employees, OPM projects that of the Contract Specialists on board on October 1, 2000 (26,751), a total of 10,463 will retire by October 2010.<sup>1</sup>

The above figure is the total number of retiring Contract Specialists who will need to be replaced to maintain the current size of the workforce. How much is that per year? The projections for each procurement occupation vary from year to year. The percent of projected retirements for each year rises until it peaks at 4.4% a year for both 2009 and 2010 for Contract Specialists. Purchasing Agents retirements plateau at 4.5% a year for each year from 2008-2010; Procurement Clerks/Technicians retirements are predicted to plateau at 4.3% for each year from 2007 to 2010. The General Business and Industry Series retirements peak for three years from 2006 to 2008 at 4.6% each year and then taper off. The series with the most people currently able to retire, the Industrial Specialist Series, peaks in 2005 at 5.8% retirements then slides down to 5% by 2010.

In a study of actual retirement of those CSRS employees who were eligible for retirement in June 1995, 67.8% had retired by September 2000. Of those who became eligible for full retirement from July 1995 to September 2000, 51.2% retired by September 2000. Some of these may have been early retirements. Only 8.4% of those employees covered by CSRS who were not eligible for full retirement during the five years studied retired. These would include early retirements and other types of retirement, such as disability retirements.

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<sup>1</sup> For more information contact Bob Heim at 202-606-1909 or bheim@opm.gov.

For the whole CSRS population studied from 1995 to 2000, 22.4% retired. OPM projects that that number will rise to 32.4% for the years from 2000 to 2005. The FERS population had a much lower retirement rate of 5.8% from 1995 to 2000; that is projected to increase to 9.5% during the 2000 to 2005 timeframe.

## **Turnover**

Statistics generated by the Defense Manpower Data Center (DMDC) show that FY 2000 was the only year in the last five that the Government lost less than 2,000 Contract Specialists per year through retirements, separations, and leaving the series. (See People Leaving Procurement Positions, p. 4.) For the first time in five years, hires nearly kept up with losses of Contract Specialists. Hires in the General Business and Industry Series exceeded losses again in 2000, but the other series continued to fall behind. (See Hires for the Procurement Workforce, p.4)

The average ages of both internal (44.04 years) and external (34.35) hires into the Contract Specialist Series continues to creep up, as does the age of the population in that series (46.32). Except for the Contract Specialist Series, in which the ratio of internal to external hires stayed about the same (1.9 to 1), hiring for all the other series showed an upturn in internal hiring. (See Turnover during FY 2000, p. 3.)

## **Education**

The percent of college graduates among Contract Specialists rose steadily from 53% in 1991 to 59% in 1999. (See Contract Specialists 1991 – 2000, p.8.) The new occupational standard effective January 2000 (for current employees in non-Defense agencies) that requires a college education for advancement beyond the GS 12 level had no appreciable affect on the percentage of the Contract Specialists with college degrees.

Among Contract Specialists the percentage of college graduates among external hires (83%) continues to exceed that of internal hires (44%). The ratio of internal to external hires stayed around 2 to 1 for another year. This is down from 4.7 to 1 in 1998, a year of heavy internal hiring. (See Turnover of Contract Specialists, p.8.)

## **Supervisors and Managers**

The number of supervisors and managers classified in the acquisition professions has dropped from 8,094 in 1999 to 8,034 in 2000. ( See Supervisory and Managerial Positions by Occupation, p.6.) In 2000, 105 employees classified as 1101's (General Business and Industry) and 68 Contract Specialists were in the Senior Executive Service (SES). (See Procurement Work Force At A Glance, p. 3.)

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## Technical Notes

<b>Source of data</b>	<p>The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management. The Federal Acquisition Institute annually purchases a copy of the end-of-year (Fiscal Year) CPDF files on active, full-time employees in acquisition fields. Data in this report, unless otherwise noted, are as of September 2000.</p>
<b>Agencies</b>	<p>This report covers personnel in the Executive Branch. However, it does not cover employees of the U.S. Postal Service, the Postal Rate Commission, the Board of Governors of the Federal Reserve Board, the White House Office, the Office of the Vice President, the Tennessee Valley Authority, the Defense Intelligence Agency, the Federal Bureau of Investigation, the Central Intelligence Agency, National Imagery and Mapping Agency, or the National Security Agency.</p>
<b>Agency Data</b>	<p>The numbers in this report may differ slightly from those reported by the personnel information system of the department or agency. Usually, such differences are a matter of timing (e.g., differences in schedules for data verification, correction, and updating during the first part of the succeeding fiscal year).</p>
<b>Retirement Eligibility</b>	<p>This report includes data only on employees who are eligible for regular retirement. No data is provided on employees eligible for "<i>Early</i>" retirement. The minimum combinations of age and years of service qualifying for regular retirement under the Civil Service Retirement System (CSRS):</p> <p>Age 62 with 5 years of service. Age 60 with 20 years of service. Age 55 with 30 years of service.</p> <p>Since 1987 all new employees are covered by the Federal Employees Retirement System (FERS). Some CSRS employees also opted to transfer to the FERS system. Under FERS the minimum required age increases gradually from 55 for those born before 1948 until it reaches 57 years for those born after 1969. Unless otherwise noted the following tables are based on the CSRS combination of age and years of service to qualify for retirement even for those in FERS.</p>
<b>Turnover</b>	<p>Turnover data in this report were derived by tracking data on each individual in the work force across fiscal years. Social Security Numbers were used to locate and merge files from different fiscal years on the same individual.</p>

For example, an individual's occupational code might read as follows:

	<b>FY94</b>	<b>FY95</b>	<b>FY96</b>	<b>FY97</b>
Series (at the end of the fiscal year)	1105	1105	1102	0

In this report, the individual would be reported as a "loss" to the GS-1105 series during Fiscal Year 1996 and an "internal hire" for the GS-1102 series in Fiscal Year 1996. The individual would be counted as a "loss" to the GS-1102 series in Fiscal Year 1997.

**Losses** Losses include employees who left the series for any reason, such as separations from Government service or promotions to positions in a different series.

**Hires** Hires include employees who entered the series from any source, such as outside hires, transfers from other series, and return to active duty following extended leave without pay. For the purposes of this report, "internal" hires include both:

- Movement from one to another of the 5 principal series (i.e., GS-1101, GS-1102, GS-1105, GS-1106, and GS-1150) tracked in this report. For example, if an employee began the fiscal year in a Purchasing Agent (GS-1105) position and ended the year in a Contract Specialist (GS-1102) position, that employee has been counted as a GS-1102 internal hire.
- Hires of Tenure Group I employees. Tenure Group I, for the most part, includes "career" employees—that is, employees with at least three years of *substantially continuous creditable* civilian Federal service. (See Federal Personnel Manual Chapters 315 and 351.)

"External" hires, in contrast, include any hire of a Tenure Group II employee who was not employed in any of the five principal series at the beginning of the fiscal year. Tenure Group II, for the most part, consists of "career-conditional" employees (i.e., employees with less than three years of *substantially continuous creditable* civilian service). (Tenure Group III employees are classified as "Other".)

**Education Levels** In 1974, the educational levels attained by all full-time, permanent employees were recorded in their CPDF files. Since that time, Federal agencies have been required to report educational level at accession of new employees. Agencies also may, on a voluntary basis, update employee CPDF files to record changes in their educational levels after accession. Thus, data in this report probably understate both educational levels and the number of employees with relevant academic majors.

**Average Grade** Average grade computations exclude employees in the Senior Executive Service and others whose grades are not specified.





# SUMMARY STATISTICS

**LOGISTICS OCCUPATIONS: POPULATION**  
**AS OF SEPTEMBER 1996, 1997, 1998, 1999, 2000**

<i><b>OCCUPATIONS</b></i>	<i><b>1996</b></i>	<i><b>1997</b></i>	<i><b>1998</b></i>	<i><b>1999</b></i>	<i><b>2000</b></i>
Logistics Management (GS 346)	11,304	11,231	11,269	11,292	11,422
General Business & Industry (GS 1101)	20,427	20,048	20,298	20,955	21,225
Contract Specialist (GS 1102)	28,648	28,003	27,400	26,775	26,751
Industrial Property Management (GS 1103)	733	693	653	605	603
Property Disposal (GS 1104)	989	951	908	837	766
Purchasing Agent (GS 1105)	5,558	4,875	4,248	3,793	3,414
Procurement Clerical & Technician (GS 1106)	5,923	5,296	4,645	3,966	3,583
Industrial Specialist (GS 1150)	1,891	1,714	1,563	1,458	1,411
Equipment Specialist (GS 1670)	7,817	7,491	6,819	6,348	6,314
Quality Assurance (GS 1910)	9,559	8,751	8,370	7,833	7,746
General Supply (GS 2001)	3,768	3,742	3,835	3,783	3,590
Supply Program Management (GS 2003)	4,951	4,698	4,667	4,491	4,363
Supply Clerical & Technician (GS 2005)	18,316	16,633	15,124	13,889	12,904
Inventory Management (GS 2010)	6,016	5,709	5,425	5,331	5,271
Distribution, Facilities & Storage (GS 2030)	754	695	666	665	590
Packaging (GS 2032)	312	293	271	259	239
Supply Cataloguing (GS 2050)	348	247	156	102	85
General Transportation (GS 2101)	7,472	7,380	8,277	8,133	8,443
Traffic Management (GS 2130)	1,780	1,702	1,738	1,702	1,699
Freight Rate (GS 2131)	726	631	581	566	487
Travel (GS 2132)	83	40	22	10	4
Shipment Clerical (GS 2134)	143	43	14	0	0
Cargo Scheduling (GS 2144)	59	54	49	42	37
Transportation Operations (GS 2150)	998	1,111	1,178	1,294	1,352
Dispatching (GS 2151)	430	418	431	431	438
Marine Cargo (GS 2161)	46	40	42	46	50
<b>TOTAL</b>	<b>139,051</b>	<b>132,489</b>	<b>128,649</b>	<b>124,606</b>	<b>122,787</b>

## PROCUREMENT WORK FORCE AT A GLANCE

*As of September 2000*

	<i>General Bus/Ind GS-1101</i>	<i>Contract Specialist GS-1102</i>	<i>Property Disposal GS-1104</i>	<i>Purchas- ing GS-1105</i>	<i>Procure. Cler/Tec. GS-1106</i>	<i>Industrial Specialist GS-1150</i>	<i>Total</i>
Population	21,225	26,751	766	3,414	3,583	1,411	57,150
Average Grade	10.6	11.16	10.7	6.62	5.73	11.33	10.34
Average Age	47.51	46.32	48.63	46.86	46.44	50.54	46.94
Female	55%	61%	48%	78%	87%	24%	60%
Eligible To Retire*	8%	8%	8%	6%	9%	19%	8%
Eligible To Retire FY 2010*	42%	45%	56%	39%	44%	71%	44%
College Graduates	41%	59%	19%	11%	8%	33%	45%
SES	105	68	0	0	0	0	173

\*Based on CSRS retirement rules, includes both FERS and CSRS employees.

## TURNOVER DURING FY 2000

	<i>General Bus/Ind GS-1101</i>	<i>Contract Specialist GS-1102</i>	<i>Property Disposal GS-1104</i>	<i>Purchas- ing GS-1105</i>	<i>Procure. Cler/Tec. GS-1106</i>	<i>Industrial Specialist GS-1150</i>
Beginning Strength	20,955	26,775	837	3,793	3,966	1,458
Losses	2,962	1,843	128	810	871	190
Loss Rate <sup>1</sup>	14%	7%	15%	21%	22%	13%
Losses Of Persons Eligible to Retire	426	440	37	66	70	60
Loss Rate Of Persons Eligible To Retire <sup>2</sup>	22%	17%	35%	25%	19%	19%
Total Hires	3,232	1,819	57	431	488	143
Ratio Internal to External Hires	2.9 : 1	1.9 : 1	8.3 : 1	4.1 : 1	3.5 : 1	22.5 : 1
% Hires With College Degrees	44%	57%	19%	10%	13%	23%
Net Change	270	-24	-71	-379	-383	-47
End Strength	21,225	26,751	766	3,414	3,583	1,411

<sup>1</sup> As a percentage of beginning year strength.

<sup>2</sup> As a percentage of all persons eligible for regular retirement at the beginning of FY2000 using CSRS rules.

## NUMBER OF THE PROCUREMENT POSITIONS BY YEAR

*As of September*

	<i>1993</i>	<i>1994</i>	<i>1995</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>
Gen. Bus & Ind. (GS-1101)	17,135	17,567	19,805	20,427	20,048	20,298	20,955	21,225
Contract Spec. (GS-1102)	31,156	30,174	29,137	28,648	28,003	27,400	26,775	26,751
Prop. Disposal (GS-1104)	1,089	1,072	1,001	989	951	908	837	766
Purchasing (GS-1105)	6,644	6,410	6,005	5,558	4,875	4,248	3,793	3,414
Proc. Cler. & Tech. (GS-1106)	7,948	7,298	6,597	5,923	5,296	4,645	3,966	3,583
Industrial Specialist (GS-1150)	2,450	2,2235	2,034	1,891	1,714	1,563	1,458	1,411

## PEOPLE LEAVING PROCUREMENT POSITIONS

PERCENTAGE OF BEGINNING YEAR STRENGTH

	<i>Beg. year strength FY2000</i>	<i>1996</i>		<i>1997</i>		<i>1998</i>		<i>1999</i>		<i>2000</i>	
Gen. Bus & Ind. (GS-1101)	20,955	3,085	16%	3,740	18%	2,659	15%	3,102	15%	2,962	14%
Contract Spec. (GS-1102)	26,775	2,312	8%	2,519	9%	2,188	8%	2,134	8%	1,843	7%
Prop. Disposal (GS-1104)	837	141	14%	154	16%	139	15%	135	14%	128	15%
Purchasing (GS-1105)	3,793	1,231	20%	1,206	22%	883	26%	1,110	23%	810	21%
Proc. Cler. & Tech. (GS-1106)	3,966	1,557	24%	1,373	23%	1,127	28%	1,251	24%	871	22%
Industrial Specialist (GS-1150)	1,458	362	20%	306	16%	221	14%	273	16%	190	13%

## HIRES FOR THE PROCUREMENT WORK FORCE

PERCENTAGE OF END OF YEAR STRENGTH

	<i>End of year FY2000</i>	<i>1996</i>		<i>1997</i>		<i>1998</i>		<i>1999</i>		<i>2000</i>	
Gen. Bus & Ind. (GS-1101)	21,225	3,707	18%	3,361	17%	3,352	17%	3,316	16%	3,232	15%
Contract Spec. (GS-1102)	26,751	1,823	6%	1,874	7%	1,531	6%	1,563	6%	1,819	7%
Prop. Disposal (GS-1104)	766	129	13%	116	12%	92	10%	68	8%	57	7%
Purchasing (GS-1105)	3,414	784	14%	523	11%	483	11%	428	11%	431	13%
Proc. Cler. & Tech (GS-1106)	3,583	883	15%	746	14%	600	13%	448	11%	488	14%
Industrial Specialist (GS-1150)	1,411	219	12%	129	8%	122	8%	116	8%	143	10%

## EDUCATIONAL LEVELS BY OCCUPATION FY 2000

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Proc Cler/Tech. GS-1106</i>	<i>Indust Spec GS-1150</i>
No Degree	12,107	10,878	619	3,015	3,288	949
BA-BS	4,839	9,586	108	319	246	290
Post Grad. Study	3,919	6,243	39	58	35	170
Unknown	360	44	0	22	14	2
<b>Total</b>	<b>21,225</b>	<b>26,751</b>	<b>766</b>	<b>3,414</b>	<b>3,583</b>	<b>1,411</b>
<b>% College Graduates</b>	<b>41%</b>	<b>59%</b>	<b>19%</b>	<b>11%</b>	<b>8%</b>	<b>33%</b>

## ACADEMIC MAJORS OF COLLEGE GRADUATES BY OCCUPATION PROCUREMENT WORKFORCE (FY2000)

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro ClerTech. GS-1106</i>	<i>Indust Spec GS-1150</i>
Business	3,575	9,291	70	138	104	197
Information Mgt.	50	125	0	6	7	4
Engineering	571	170	2	1	3	66
Law	202	272	1	3	2	6
Mathematics	105	119	3	0	1	7
Physical Sciences	106	67	0	3	2	8
Public Admin.	364	603	3	14	7	12
Other	3,776	5,167	66	211	155	159
<b>Major Unknown</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>*Business, Law &amp; Pub. Admin.</b>	<b>47%</b>	<b>64%</b>	<b>50%</b>	<b>41%</b>	<b>40%</b>	<b>47%</b>

\*Percentage of college graduates with degrees in business, law, and public administration (vs. degrees in other fields).

## **SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION FY 2000**

<i>Occupation</i>	<i>Supervisory /Managerial</i>	<i>Other</i>	<i>Total</i>
General Business & Industry (GS 1101)	4,134	17,091	21,225
Contract Specialist (GS 1102)	3,568	23,183	26,751
Property Disposal (GS 1104)	152	614	766
Purchasing (GS 1105)	87	3,327	3,414
Procurement Clerical & Technicians (GS1106)	14	3,569	3,583
Industrial Specialist (GS 1150)	79	1,332	1,411
TOTAL	8,034	49,116	57,150

STATISTICS ON THE  
CONTRACTING SERIES



## CONTRACT SPECIALIST SERIES GS 1102

*As of September*

	<i>1991</i>	<i>1992</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>
Population	31,436	31,794	28,648	28,003	27,400	26,775	26,751
Average Grade	11.11	11.20	11.38	11.36	11.31	11.17	11.16
Average Age	42.62	43.08	44.4	44.78	45.41	45.84	46.32
% Female	56%	56%	58%	59%	59%	60%	61%
% Eligible To Retire*	5%	5%	5%	5%	7%	8%	8%
% Eligible To Retire in 10 years*	26%	27%	33%	34%	42%	50%	45%
% College Graduates	53%	54%	58%	58%	58%	59%	59%
Members, Senior Executive Service	82	86	75	65	62	66	68

\* Based on CSRS retirement rules.

## TURNOVER OF CONTRACT SPECIALISTS

	<i>1991</i>	<i>1992</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>
Beginning Strength	31,146	31,436	29,137	28,648	28,003	27,400	26,775
Losses	2,145	1,828	2,312	2,519	2,134	2,188	1,843
Loss Rate	7%	6%	8%	9%	8%	8%	7%
Losses Of Persons Eligible to Retire*	337	240	NA	498	343	637	440
Loss Rate Of Persons Eligible To Retire*	29%	16%	23%	26%	18%	23%	17%
Total Hires	2,435	2,186	1,823	1,874	1,531	1,563	1,819
Ratio Internal:External Hires	2.7:1	2.8:1	NA	NA	4.7:1	2.0:1	1.9 : 1
% Hires With College Degrees	52%	50%	NA	NA	52%	59%	57%
Net Change	+290	+358	-489	-645	-603	-625	-24
End Strength	31,436	31,794	28,648	28,003	27,400	26,775	26,751

\* Based on CSRS retirement rules

NA = not available

## CONTRACT SPECIALISTS

### Agency By Grade (As Of FY 2000)

	<i>Air Force</i>	<i>Agriculture</i>	<i>Army</i>	<i>Commerce</i>	<i>Other Defense</i>	<i>Education</i>	<i>Energy</i>	<i>EPA</i>	<i>FEMA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>	<i>Interior</i>
5	69	1	66	2	59	0	3	0	0	2	2	0	3
7	257	3	237	0	206	4	11	5	2	18	22	3	37
9	663	35	507	7	629	5	17	15	5	54	35	3	86
11	942	105	1,251	8	1,469	4	34	15	5	58	76	7	132
12	1,693	203	1,568	57	1,685	15	114	73	16	621	171	40	176
13	729	116	806	45	570	14	165	106	6	346	223	21	103
14	209	37	240	25	209	4	84	56	4	96	97	21	44
15	69	11	50	21	50	2	43	21	1	24	46	8	9
OTHER	86	1	358	22	37	0	0	0	0	0	1	0	6
NS	8	0	4	1	10	0	4	2	0	1	4	3	2
ALL	4,725	512	5,087	188	4,924	48	475	293	39	1,220	677	106	598
AVG	11.13	11.96	10.78	11.55	11.19	11.77	12.64	12.67	11.67	12.23	12.37	12.54	11.27

	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>Navy</i>	<i>NRC</i>	<i>NSF</i>	<i>SBA</i>	<i>State</i>	<i>Transportation</i>	<i>Treasury</i>	<i>VA</i>	<i>All Other</i>	<i>TOTAL</i>
5	8	0	2	67	0	0	0	0	3	9	4	1	301
7	15	1	16	265	0	0	0	0	14	19	29	4	1,168
9	118	3	32	313	0	0	1	3	22	42	90	31	2,716
11	101	3	74	597	2	1	0	15	75	37	261	41	5,313
12	114	20	209	1,401	0	1	25	18	159	61	181	94	8,715
13	102	11	214	658	16	3	58	40	129	202	77	123	4,883
14	43	7	72	207	5	2	14	27	59	135	20	62	1,779
15	16	5	59	90	5	1	1	9	21	38	4	32	636
OTHER	31	0	0	406	0	0	0	4	0	6	2	64	1,024
NS	2	0	10	16	1	0	0	2	135	2	2	7	216
ALL	550	50	688	4,020	29	8	99	118	617	551	670	459	26,751
AVG	11.25	12.46	12.4	10.62	13.39	13.13	12.87	12.54	12.16	12.54	11.13	11.11	11.25

Other: Other grade levels (1-4) and pay bands.

NS: Grade level was not specified.

## CONTRACT SPECIALISTS

### FEMALES, SUPERVISORS, MANAGERS, & COLLEGE GRADUATES, BY GRADE FY 2000

<i>Grade</i>	<i>Population</i>	<i>Female</i>	<i>Supervisory/Management</i>	<i>College Graduates</i>
5	301	71%	9%	49%
7	1,168	73%	0%	55%
9	2,716	73%	1%	43%
11	5,313	68%	4%	46%
12	8,715	60%	7%	60%
13	4,883	54%	22%	71%
14	1,779	45%	51%	79%
15	636	33%	75%	89%
Other	1,024	62%	15%	NA
NS	216	49%	42%	NA
<b>Total</b>	<b>26,751</b>	<b>61%</b>	<b>13%</b>	<b>59%</b>

Other: Other grade levels (1-4, 6, 8, & 10) and pay bands.

NS: Grade level was not specified. Includes SES positions.

NA: Not available

## CONTRACT SPECIALISTS HIRED DURING FY 2000

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Changed Agencies</i>	<i>No Change</i>	<i>Total</i>
<b>Total</b>	1,171	601	47	662	24,270	26,751
% FY 2000 Work Force	4%	2%	0%	2%	91%	100%
<b>College Graduates</b>	44%	83%	57%	68%	59%	59%
Business, Law, or Pub. Admin. majors <sup>1</sup>	52%	47%	89%	64%	61%	60%
<b>Average Age</b>	44.04	34.35	43.96	44.52	46.78	46.32
Eligible To Retire <sup>2</sup> FY 2000	3%	1%	6%	3%	8%	8%
Eligible To Retire FY 2005	14%	2%	17%	14%	26%	25%
<b>Eligible To Retire FY 2010</b>	33%	8%	28%	35%	46%	45%

## CONTRACT SPECIALISTS HIRED DURING FY 2000, BY GRADE LEVEL

<i>GS Grade</i>	<i>Population As Of 9/2000</i>	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Changed Agencies</i>	<i>Total Hires</i>
<b>5</b>	301	160	59	5	1	225
<b>7</b>	1,168	344	412	8	7	771
<b>9</b>	2,716	197	41	10	42	290
<b>11</b>	5,313	153	44	11	159	367
<b>12</b>	8,715	155	31	1	198	385
<b>13</b>	4,883	87	9	2	176	274
<b>14</b>	1,779	25	1	0	41	67
<b>15</b>	636	9	0	0	14	23
<b>Other</b>	1,024	36	3	8	20	67
<b>NS</b>	216	5	1	2	4	12
<b>Total</b>	26,751	1,171	601	47	662	2,481

<sup>1</sup> Percent of college graduates only. Does not include the majors of those who attended college but did not graduate.

<sup>2</sup> Retirement eligibility figures are based on a combination of FERS and CSRS populations using CSRS rules to determine eligibility. See Technical Notes at the beginning of the report for further explanation.



## HIRES OF CONTRACT SPECIALISTS BY AGENCY DURING FY 2000

Agency	<i>Number of Agency 1102's</i>	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Changed Agencies</i>	<i>Total Hires</i>	<i>% of Agency Contract Specialists</i>
Air Force	4,725	180	153	22	38	393	8.32%
Agriculture	512	21	2	1	19	43	8.40%
Army	5,087	291	84	6	85	466	9.16%
Commerce	188	2	3	0	6	11	5.85%
Other Defense	4,924	216	75	7	128	426	8.65%
Energy	475	35	11	0	17	63	13.26%
Education	48	2	3	0	0	5	10.42%
FEMA	39	8	1	0	6	15	38.46%
EPA	293	6	4	0	8	18	6.14%
GSA	1,220	26	24	0	45	95	7.79%
HHS	677	30	3	1	27	61	9.01%
HUD	106	3	2	0	8	13	12.26%
Interior	598	23	25	0	35	83	13.88%
Justice	550	24	12	0	11	47	8.55%
Labor	50	5	1	0	6	12	24.00%
NSF	8	1	0	0	0	1	12.50%
NASA	688	12	14	0	45	71	10.32%
NRC	29	0	0	0	0	0	0.00%
Navy	4,020	162	146	3	56	367	9.13%
SBA	99	12	0	0	0	12	12.12%
State	118	17	4	1	17	39	33.05%
Transportation	617	26	6	2	30	64	10.37%
Treasury	551	27	15	0	32	74	13.43%
VA	670	25	7	1	18	51	7.61%
All Other	459	17	6	3	25	51	11.11%
All	26,751	1,171	601	47	662	2,481	9.27%

**LOSSES OF CONTRACT SPECIALISTS BY AGENCY  
DURING FY 2000**

Agency	<i>FY 2000 Beginning Strength</i>	<i>Quit The Series</i>	<i>Changed Agencies</i>	<i>Stayed</i>	<i>Loss Rate*</i>
Air Force	4,786	312	142	4,332	9%
Agriculture	503	27	7	469	7%
Army	5,002	283	98	4,621	8%
Commerce	198	16	5	177	11%
Other Defense	4,946	329	119	4,498	9%
Education	47	3	1	43	9%
Energy	459	42	5	412	10%
FEMA	33	5	4	24	27%
EPA	307	23	9	275	10%
GSA	1,220	82	13	1,125	8%
HHS	669	46	7	616	8%
HUD	108	14	1	93	14%
Interior	587	54	18	515	12%
Justice	554	37	14	503	9%
Labor	47	8	1	38	19%
NSF	10	2	1	7	30%
NASA	663	44	2	617	7%
NRC	32	2	1	29	9%
Navy	4,053	268	132	3,653	10%
SBA	104	16	1	87	16%
State	95	11	5	79	17%
Transportation	623	45	25	553	11%
Treasury	537	47	13	477	11%
VA	705	68	18	619	12%
All Other	487	59	20	408	16%
<b>TOTAL</b>	<b>26,775</b>	<b>1,843</b>	<b>662</b>	<b>24,270</b>	<b>7%</b>

\*For agencies, losses include employees who changed agencies. Hence, the loss rate for an individual agency **includes** employees who left that agency to work in some other agency. However, the loss rate for the GS-1102 series as a whole **excludes** employees who changed agencies and is based **only** on the number who quit the series.

**LOSSES DURING FY 2000, BY GRADE LEVEL  
CONTRACT SPECIALIST**

<i><b>GS Grade</b></i>	<i><b>FY 2000 Beginning Strength</b></i>	<i><b>% Quit The Series</b></i>	<i><b>% Changed Agencies</b></i>
<b>5</b>	244	5%	0%
<b>6</b>	2	0%	0%
<b>7</b>	1,047	9%	1%
<b>8</b>	1	0%	0%
<b>9</b>	2,912	8%	3%
<b>10</b>	34	6%	0%
<b>11</b>	5,515	6%	3%
<b>12</b>	8,578	7%	2%
<b>13</b>	4,632	7%	3%
<b>14</b>	1,726	8%	1%
<b>15</b>	643	9%	2%
<b>Other</b>	1,441	9%	3%



**CONTRACT SPECIALISTS  
RETIREMENT ELIGIBILITY BY AGENCY**

Agency	<i>FY 2000 Population</i>	<i>Eligible In FY 2000</i>	<i>Eligible In FY 2005</i>	<i>Eligible In FY 2010</i>
Agriculture	512	3%	11%	28%
Air Force	4,725	9%	29%	48%
Army	5,087	10%	31%	56%
Commerce	188	3%	17%	38%
Other Defense	4,924	10%	31%	53%
Energy	475	11%	36%	60%
Education	48	2%	6%	17%
EPA	293	7%	25%	49%
FEMA	39	0%	18%	28%
GSA	1,220	1%	4%	13%
HHS	677	5%	12%	22%
HUD	106	8%	22%	37%
Interior	598	4%	18%	41%
Justice	550	2%	7%	18%
Labor	50	20%	38%	56%
NSF	8	0%	25%	38%
NASA	688	8%	25%	44%
NRC	29	0%	0%	7%
Navy	4,020	6%	21%	39%
SBA	99	23%	40%	70%
State	118	3%	9%	23%
Transportation	617	6%	19%	39%
Treasury	551	5%	18%	37%
VA	670	4%	13%	32%
ALL OTHER	459	4%	21%	39%
<b>TOTAL</b>	<b>26,751</b>	<b>8%</b>	<b>24%</b>	<b>45%</b>

## CONTRACT SPECIALISTS

### COLLEGE GRADUATES BY AGENCY AND GRADE FY 2000

Agency	<i>GS 5 &amp; 7</i>	<i>GS 9 &amp; 11</i>	<i>GS 12-15</i>	<i>All Grades</i>
Air Force	58%	57%	83%	72%
Agriculture	75%	30%	50%	45%
Army	43%	42%	68%	56%
Commerce	100%	47%	64%	62%
Other Defense	49%	48%	70%	59%
Justice	52%	41%	56%	50%
Labor	0%	33%	56%	52%
Energy	71%	35%	77%	72%
Education	100%	100%	66%	75%
FEMA	50%	30%	37%	36%
EPA	80%	40%	73%	69%
GSA	60%	35%	45%	44%
HHS	21%	24%	57%	50%
HUD	67%	40%	56%	54%
Interior	80%	22%	56%	45%
NSF	0%	100%	86%	88%
NASA	56%	36%	84%	76%
NRC	0%	100%	65%	68%
Navy	62%	45%	64%	59%
SBA	0%	100%	61%	62%
State	0%	22%	36%	34%
Transportation	29%	31%	52%	47%
Treasury	43%	30%	60%	55%
VA	48%	31%	55%	42%
ALL OTHER	40%	31%	61%	55%

**CONTRACT SPECIALISTS**  
**EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2000**

ALBUQUERQUE, NM	202	MONMOUTH, NJ	427
ANCHORAGE, AK	111	MONTGOMERY, AL	97
ATLANTA, GA	374	NASSAU-SUFFOLK, NY	68
BAKERSFIELD, CA	146	NEW ORLEANS, LA	95
BALTIMORE, MD	454	NEW YORK, NY-NJ	235
BILOXI-GULFPORT, MS	100	NEWARK, NJ	166
BOSTON, MA	500	NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	638
BREMERTON, WA	87	OAKLAND, CA	96
CHARLESTON-N. CHARLESTON, SC	156	OKLAHOMA CITY, OK	535
CHICAGO, IL	294	OMAHA, NE-IA	75
CINCINNATI, OH-KY-IN	71	ORANGE COUNTY, CA	96
CLEVELAND, OH	109	ORLANDO, FL	195
COLORADO SPRINGS, CO	212	PANAMA CITY, FL	56
COLUMBUS, OH	580	PHILADELPHIA, PA-NJ	1,123
DALLAS-FORT WORTH, TX	386	PHOENIX, AZ	127
DAVENPORT-ROCK ISLAND-MOLINE, IA-IL	330	PITTSBURG, PA	91
DAYTON, OH	681	PORTLAND, OR-WA	111
DENVER-BOULDER, CO	278	RALEIGH-DURHAM, NC	86
DETROIT, MI	425	RICHMOND, VA	681
FAYETTEVILLE, NC	84	RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	92
FT WALTON, FL	190	SACRAMENTO, CA	141
HARRISBURG, PA	262	SALT LAKE CITY-OGDEN, UT	350
HARTFORD, CT	61	SAN ANTONIO, TX	592
HONOLULU, HI	285	SAN DIEGO, CA	524
HOUSTON, TX	118	SAN FRANCISCO-OAKLAND, CA	131
HUNTSVILLE, AL	895	SAN JOSE, CA	116
INDIANAPOLIS, IN	73	SAN JUAN, PR	58
JACKSONVILLE, FL	101	SANTA BARBARA-SANTA MARIA-LOMPOC, CA	63
KANSAS CITY, MO-KS	199	SEATTLE-EVERETT, WA	205
KILLEEN-TEMPLE, TX	61	ST. LOUIS, MO-IL	325
LAS VEGAS, NV	61	TACOMA, WA	59
LITTLE ROCK-NORTH LITTLE ROCK, AR	55	TAMPA-ST PETERSBURG, FL	82
LOS ANGELES-LONG BEACH, CA	432	TUCSON, AZ	68
MACON, GA	334	UTICA-ROME, NY	51
MELBOURN-TITUSVILLE-COCOA, FL	155	VENTURA, CA	105
MINNEAPOLIS-ST PAUL, MN-WI	96	WASHINGTON, DC-MD-VA	5,245
SUBTOTAL			22,163
OUTSIDE MSAS			2,329
OTHER MSAS			2,259
<b>TOTAL</b>			<b>26,751</b>

# STATISTICS ON THE PURCHASING SERIES

## PURCHASING SERIES (GS 1105)

*As of September*

	<i>1991</i>	<i>1992</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>
Population	6,754	6,809	5,558	4,875	4,248	3,793	3,414
Average Grade	5.95	6.05	6.39	6.47	6.50	6.55	6.62
Average Age	41.76	42.22	44.05	44.8	45.58	46.29	46.86
% Female	80%	80%	80%	80%	79%	79%	78%
% Eligible To Retire*	4%	4%	4%	4%	5%	7%	6%
% Eligible To Retire in 10 years*	21%	22%	27%	NA	34%	47%	39%
% College Graduates	10%	10%	11%	11%	11%	12%	11%
Members, Senior Executive Service	0	0	0	0	0	0	0

\*Based on CSRS retirement rules.

## TURNOVER OF PURCHASING AGENTS

	<i>1991</i>	<i>1992</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>
Beginning Strength	6,602	6,754	6,005	5,558	4,875	4,248	3,793
Losses	1,310	1,116	1,231	1,206	1,110	883	810
Loss Rate	20%	17%	20%	22%	23%	21%	21%
Losses Of Persons Eligible to Retire*	62	47	NA	88	77	106	66
Loss Rate Of Persons Eligible To Retire*	29%	18%	33%	32%	28%	28%	25%
Total Hires	1,462	1,171	784	523	483	428	431
Ratio Internal:External Hires	3:1	3.6:1	NA	NA	5.6:1	5.3:1	4.1 : 1
% Hires With College Degrees	14%	17%	12%	15%	15%	15%	10%
Net Change	+152	+55	-447	-683	-627	-455	-379
End Strength	6,754	6,809	5,558	4,875	4,248	3,793	3,414

\*Based on CSRS retirement rules.

NA not available

**AGENCY BY GRADE (AS OF FY 2000)**  
**PURCHASING AGENTS**

	<i>Air Force</i>	<i>Agriculture</i>	<i>Army</i>	<i>Commerce</i>	<i>Other Defense</i>	<i>Energy</i>	<i>EPA</i>	<i>FEMA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>	<i>Interior</i>
4	1	4	1	5	0	0	0	0	0	0	0	2
5	61	50	58	5	5	2	0	0	5	5	0	53
6	50	105	113	2	13	0	0	0	23	22	0	66
7	100	130	115	15	23	5	9	0	33	57	2	119
8	7	35	37	5	5	4	2	1	15	66	0	39
9	5	59	13	4	4	3	7	1	0	52	0	25
10	0	0	1	1	0	0	0	0	0	15	0	2
11	0	0	0	1	0	0	0	0	0	1	0	0
12	0	0	0	1	0	0	0	0	0	0	0	0
Other	3	0	9	4	0	0	0	0	0	0	0	12
NS	0	0	0	0	2	0	0	0	0	0	0	0
ALL	227	383	347	43	52	14	18	2	76	218	2	318
AVG	6.24	6.83	6.39	6.56	6.8	7.43	7.89	8.5	6.76	7.86	7	6.55

	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>Navy</i>	<i>NRC</i>	<i>NSF</i>	<i>STATE</i>	<i>Transportation</i>	<i>Treasury</i>	<i>VA</i>	<i>All Other</i>	<i>TOTAL</i>
4	0	0	0	7	0	0	0	0	0	4	0	24
5	2	3	0	71	0	0	0	2	2	176	4	504
6	9	8	1	204	0	0	0	13	6	297	5	937
7	41	3	2	295	0	0	1	33	7	192	29	1,211
8	9	4	4	59	0	0	1	7	1	19	14	334
9	22	1	15	52	4	1	1	12	8	3	4	296
10	0	0	0	10	0	0	0	0	2	0	3	34
11	0	0	0	1	0	0	0	0	0	0	0	3
12	0	0	0	0	0	0	0	0	0	0	0	1
Other	0	0	0	38	0	0	0	0	0	0	1	67
NS	0	0	0	0	0	0	0	0	0	0	1	3
ALL	83	19	22	737	4	1	3	67	26	691	61	3,414
AVG	7.48	6.58	8.5	6.54	9	9	8	7.21	7.5	6.08	7.2	6.62

Other.: Other grade levels (1-3)

NS: Grade level was not specified.

Avg: Average grade. Excludes positions for which no grade level was specified.

**LOSSES DURING FY 2000, BY GRADE LEVEL  
PURCHASING AGENTS**

<i>GS Grade</i>	<i>FY 2000 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
3	2	100%	0%
4	28	32%	0%
5	607	24%	0%
6	1,012	19%	0%
7	1,379	24%	1%
8	340	14%	1%
9	288	17%	1%
10	25	16%	0%
11	4	25%	0%
OTHER	108	23%	0%

**PURCHASING AGENTS  
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2000**

ALBUQUERQUE, NM	37
ATLANTA, GA	40
BALTIMORE, MD	68
BOSTON, MA	30
BREMERTON, WA	59
CHARLESTON-N. CHARLESTON, SC	24
CHICAGO, IL	39
DALLAS-FORT WORTH, TX	41
DENVER-BOULDER, CO	31
HARRISBURG, PA	34
HONOLULU, HI	43
JACKSONVILLE, FL	31
KANSAS CITY, MO-KS	29
KILLEEN-TEMPLE, TX	20
LITTLEROCK-NORTH LITTLE ROCK, AR	21
LOS ANGELES-LONG BEACH, CA	38
MIAMI, FL	22
MINNEAPOLIS-ST PAUL, MN-WI	27
NEW ORLEANS, LA	27
NEW YORK, NY-NJ	30
NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	154
OAKLAND, CA	25
PENSACOLA, FL	26
PHILADELPHIA, PA-NJ	51
PHOENIX, AZ	28
PITTSBURG, PA	23
PORTLAND, OR-WA	35
RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	20
SACRAMENTO, CA	25
SALT LAKE CITY-OGDEN, UT	23
SAN ANTONIO, TX	89
SAN DIEGO, CA	94
SAN FRANCISCO-OAKLAND, CA	26
SAN JUAN, PR	29
SEATTLE-EVERETT, WA	26
ST. LOUIS, MO-IL	23
TAMPA-ST PETERSBURG, FL	27
WASHINGTON, DC-MD-VA	400
<b>SUBTOTAL</b>	<b>1,815</b>



OUTSIDE MSAs	642
OTHER MSAs	957
<b>TOTAL</b>	<b>3,414</b>

STATISTICS ON THE  
PROCUREMENT CLERICAL  
AND TECHNICIAN SERIES

## PROCUREMENT CLERKS/TECHNICIANS GS-1106

*As of September*

	<i>1991</i>	<i>1992</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>
Population	8,956	8,616	5,923	5,296	4,645	3,966	3,583
Average Grade	5.12	5.18	5.54	5.59	5.64	5.67	5.73
Average Age	39.88	40.63	43.16	43.8	44.81	45.64	46.44
% Female	89%	89%	88%	88%	88%	87%	87%
% Eligible To Retire*	4%	4%	4%	4%	6%	8%	9%
% Eligible To Retire in 10 years*	18%	20%	25%	27%	36%	44%	44%
% College Graduates	7%	8%	8%	8%	8%	8%	8%
Members, Senior Executive Service	0	0	0	0	0	0	0

\*Based on CSRS retirement rules.

## TURNOVER OF PROCUREMENT CLERKS/TECHNICIANS

	<i>1991</i>	<i>1992</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>
Beginning Strength	9,360	8,956	6,597	5,923	5,296	4,645	3,966
Losses	2,227	1,895	1,557	1,373	1,251	1,127	871
Loss Rate	24%	21%	24%	22%	24%	24%	22%
Losses Of Persons Eligible to Retire*	83	60	NA	92	83	111	70
Loss Rate Of Persons Eligible to Retire*	29%	19%	33%	30%	29%	27%	19%
Total Hires	1,823	1,555	883	746	600	448	488
Ratio Internal:External Hires	1.6:1	2.5:1	NA	7:1	7.2:1	5.7:1	3.5 : 1
% Hires With College Degrees	11%	11%	12%	12%	12%	12%	13%
Net Change	-404	-340	-674	-627	-651	-679	-383

End Strength	8,956	8,616	5,923	5,296	4,645	3,966	3,583
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\*Based on CSRS retirement rules.

NA not available

**PROCUREMENT CLERKS/TECHNICIANS**  
**AGENCY BY GRADE (AS OF FY 2000)**

	<i>Air Force</i>	<i>Agriculture</i>	<i>Army</i>	<i>Commerce</i>	<i>Other Defense</i>	<i>Energy</i>	<i>EPA</i>	<i>FEMA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>	<i>Interior</i>
4	29	7	78	1	110	0	0	0	0	4	0	7
5	252	21	201	3	259	1	0	0	17	14	0	29
6	151	37	144	8	687	14	1	0	19	16	0	34
7	101	65	136	3	228	18	8	1	50	36	7	31
8	0	1	7	0	3	0	2	0	0	5	0	2
9	0	0	0	0	3	2	1	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	11	0	26	3	1	0	0	0	0	1	0	0
NS	0	0	0	0	0	0	0	0	0	0	0	0
ALL	544	131	592	18	1291	35	12	1	86	76	7	103
AVG.	5.53	6.24	5.47	5.17	5.81	6.66	7.25	7	6.38	6.28	7	5.92

	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>Navy</i>	<i>NRC</i>	<i>NSF</i>	<i>SBA</i>	<i>STATE</i>	<i>Transportation</i>	<i>Treasury</i>	<i>VA</i>	<i>All Other</i>	<i>TOTAL</i>
4	0	2	3	63	0	0	0	0	3	0	6	0	313
5	2	1	2	112	0	0	1	0	5	5	27	1	953
6	5	4	7	88	2	2	6	2	6	7	13	9	1,260
7	13	5	13	100	0	0	14	4	6	19	15	15	889
8	5	0	4	13	2	2	0	0	0	7	0	2	53
9	0	0	1	2	0	0	0	0	0	0	0	1	11
10	0	0	0	0	0	0	0	0	0	1	0	0	1
OTHER	0	0	0	58	0	0	0	0	0	0	0	0	100
NS	0	0	0	0	0	0	0	0	2	0	0	1	3
ALL	25	12	30	436	4	4	21	6	22	39	61	29	3,583
AVG.	6.84	6	6.53	5.24	7	7	6.62	6.67	5.75	6.82	5.61	6.75	6

Other: Other grade levels (1-3) or pay bands.

NS: Grade level was not specified.

**PROCUREMENT CLERKS/ TECHNICIANS  
LOSSES DURING FY 2000, BY GRADE LEVEL**

<i>GS Grade</i>	<i>Beginning Strength</i>	<i>Quit the Series</i>	<i>Changed Agencies</i>
3	8	38%	0%
4	376	20%	0%
5	1,153	24%	0%
6	1,306	18%	1%
7	932	25%	1%
8	49	31%	0%
9	10	20%	0%
10	1	100%	0%
Other	131	27%	1%

OTHER: PAY BANDS OR GRADES NOT SHOWN.

**PROCUREMENT CLERKS/ TECHNICIANS  
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2000**

ALBUQUERQUE, NM	35	MINNEAPOLIS-ST PAUL, MN-WI	23
ANCHORAGE, AK	12	MONMOUTH, NJ	31
ATLANTA, GA	50	MONTGOMERY, AL	17
AUGUSTA, GA-SC	12	NASSAU-SUFFOLK, NY	38
BAKERSFIELD, CA	21	NEW ORLEANS, LA	11
BALTIMORE, MD	73	NEW YORK, NY-NJ	37
BILOXI-GULFPORT, MS	18	NEWARK, NJ	34
BIRMINGHAM, AL	13	NORFOLK-VA BEACH- PORTSMOUTH, VA-NC	62
BOISE CITY, ID	12	OAKLAND, CA	17
BOSTON, MA	72	OKLAHOMA CITY, OK	70
BREMERTON, WA	11	ORANGE COUNTY, CA	32
BRIDGEPORT, CT	19	ORLANDO, FL	27
CHARLESTON-N. CHARLESTON, SC	10	PHILADELPHIA, PA-NJ	172
CHICAGO, IL	39	PHOENIX, AZ	24
CLEVELAND, OH	23	PITTSBURGH, PA	13
COLORADO SPRINGS, CO	17	PORTLAND, OR-WA	29
COLUMBUS, OH	159	RICHMOND, VA	147
DALLAS-FORT WORTH, TX	40	RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	20
DAVENPORT-ROCK ISLAND- MOLINE, IA-IL	26	SACRAMENTO, CA	32
DAYTON, OH	140	SALT LAKE CITY-OGDEN, UT	52
DENVER-BOULDER, CO	34	SAN ANTONIO, TX	66
DETROIT, MI	43	SAN DIEGO, CA	79
FT WALTON, FL	21	SAN FRANCISCO-OAKLAND, CA	24
HARRISBURG, PA	28	SAN JOSE, CA	28
HARTFORD, CT	21	SAN JUAN, PR	13
HONOLULU, HI	31	SEATTLE-EVERETTE, WA	36
HUNTSVILLE, AL	69	ST. LOUIS, MO-IL	29
JACKSONVILLE, FL	24	SYRACUSE, NY	13
KALAMAZOO-PORTAGE, MI	18	TACOMA, WA	19
LAS VEGAS, NV	11	TAMPA-ST PETERSBURG, FL	13
LOS ANGELES-LONG BEACH, CA	92	TUCSON, AZ	12
LOUISVILLE, KY-IN	10	VENTURA, CA	18
MACON, GA	36	WASHINGTON, DC-MD-VA	374
MELBOURNE-TITUSVILLE-COCOA, FL	18	WICHITA, KS	12
MILWAUKEE, WI	12		
SUBTOTAL			2,894
OUTSIDE MSAS			291
OTHER MSAS			398
<b>TOTAL</b>			<b>3,583</b>

STATISTICS ON THE  
INDUSTRIAL  
SPECIALIST SERIES



# INDUSTRIAL SPECIALIST

## Agency By Grade (As of FY 2000)

	<i>Air Force</i>	<i>Agricul-ture</i>	<i>Army</i>	<i>Com-merce</i>	<i>Other Defense</i>	<i>Energy</i>	<i>Interior</i>
5	1	0	0	0	3	0	0
7	1	0	0	0	10	0	0
9	2	1	3	0	18	1	0
11	19	6	37	0	492	0	0
12	20	7	52	0	184	6	0
13	9	3	18	0	58	13	1
14	2	1	4	1	12	7	1
15	0	0	0	3	2	2	1
OTHER	0	0	17	10	6	0	0
NS	0	0	0	0	0	0	0
ALL	54	18	131	14	785	29	3
AVG.	11.56	11.78	10.78	7.07	11.26	13.03	14

	<i>Justice</i>	<i>NASA</i>	<i>Navy</i>	<i>SBA</i>	<i>Trans- portation</i>	<i>Treasury</i>	<i>TOTAL</i>
5	0	0	3	0	0	0	7
7	0	0	2	0	0	0	13
9	3	0	10	0	0	1	39
11	11	2	66	0	0	1	634
12	36	3	129	0	0	0	437
13	8	0	46	19	0	1	176
14	0	0	10	8	0	0	46
15	0	0	4	1	0	0	13
OTHER	0	0	9	0	0	0	42
NS	0	0	0	0	4	0	4
ALL	58	5	279	28	4	3	1,411
AVG.	11.79	11.6	11.56	13.36	NA	11	11.36

Other: Other grade levels (1-4, 6, 8, & 10) and pay bands.

NS: Grade level was not specified. Includes SES positions.

Avg: Average grade. Excludes positions for which no grade level was specified.

# **INDUSTRIAL SPECIALIST LOSSES DURING FY 2000, BY GRADE LEVEL**

<i>GS Grade</i>	<i>FY 2000 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
5	2	50%	0%
7	8	0%	0%
9	45	20%	0%
10	1	0%	0%
11	658	13%	0%
12	443	12%	0%
13	188	13%	1%
14	48	8%	0%
15	19	16%	0%
Other	46	17%	0%

Other: Other grade levels or pay bands.

**EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1999**  
**INDUSTRIAL SPECIALIST**

BOSTON, MA	42
BREMERTON, WA	23
DALLAS-FORT WORTH, TX	42
DAVENPORT-ROCK ISLAND-MOLINE, IA-IL	52
DENVER-BOULDER, CO	40
DETROIT, MI	27
HARTFORD, CT	23
HUNTSVILLE, AL	27
LOS ANGELES-LONG BEACH, CA	53
MONMOUTH, NJ	26
NASSAU-SUFFOLK, NY	23
OKLAHOMA CITY, OK	32
PHILADELPHIA, PA-NJ	133
VENTURA, CA	22
WASHINGTON, DC-MD-VA	113
SUBTOTAL	678
OUTSIDE MSAS	111
OTHER MSAS	622
<b>TOTAL</b>	<b>1,411</b>

STATISTICS ON THE  
GENERAL BUSINESS  
AND INDUSTRY

**GENERAL BUSINESS AND INDUSTRY**  
**Agency By Grade (As of FY 2000)**

	<i>Air Force</i>	<i>Agriculture</i>	<i>Army</i>	<i>Commerce</i>	<i>Other Defense</i>	<i>Education</i>	<i>Energy</i>	<i>EPA</i>	<i>FEMA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>	<i>Interior</i>
5	82	498	105	24	24	1	0	0	0	7	4	4	81
7	239	2,087	130	55	9	6	8	3	0	55	35	35	62
9	180	117	149	53	28	17	18	12	0	78	64	144	68
11	457	132	119	66	132	83	12	9	0	31	53	114	121
12	381	149	98	139	206	130	36	63	0	117	130	1,331	154
13	344	371	48	84	626	54	121	30	0	261	144	1,175	96
14	144	34	26	58	280	43	124	20	0	119	62	566	47
15	87	16	18	37	105	4	66	6	1	75	44	361	6
16	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	129	795	82	392	262	0	11	0	0	23	2	0	83
NS	28	2	12	35	8	0	6	0	0	0	1	14	0
ALL	2,071	4,201	787	943	1,680	338	402	143	1	766	539	3,744	718
AVG	10.69	7.56	9.07	7.73	11.68	11.94	13.04	12.2	15	12.03	11.89	12.71	9.83

	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>Navy</i>	<i>NRC</i>	<i>NSF</i>	<i>SBA</i>	<i>State</i>	<i>Transportation</i>	<i>Treasury</i>	<i>VA</i>	<i>All Other</i>	<i>TOTAL</i>
5	0	0	0	22	0	0	8	0	0	0	0	8	868
7	0	0	0	166	0	0	220	0	1	27	3	12	3,153
9	8	3	0	389	0	2	45	1	0	290	21	29	1,716
11	44	7	3	496	0	4	46	4	4	245	49	71	2,302
12	38	10	3	256	0	4	408	7	5	22	57	91	3,835
13	73	21	6	167	0	12	171	2	0	92	57	142	4,097
14	23	9	4	47	1	4	73	2	6	39	54	90	1,875
15	10	2	5	15	0	5	7	2	2	19	37	49	979
16	0	0	0	0	0	0	0	0	0	1	18	0	19
OTHER	0	0	0	90	0	9	24	0	2	23	76	223	2,226
NS	0	0	1	4	1	2	0	0	17	2	1	21	155
ALL	196	52	22	1,652	2	42	1,002	18	37	760	373	736	21,225
AVG	12.41	12.56	13.24	10.27	14	11.73	10.86	12.28	11.95	10.94	11.85	16.75	10.68

Other: Includes grades 1-4 and other grade levels and pay bands. Grades 1-4 are found predominantly in Air Force, Agriculture, Commerce, and Interior

NS: Grade level was not specified. Includes SES positions

Avg: Average grade. Excludes positions for which no grade level was specified.

**GENERAL BUSINESS AND INDUSTRY  
LOSSES DURING FY 2000, BY GRADE LEVEL**

<i>GS Grade</i>	<i>FY 2000 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
2	1	100%	0%
3	7	57%	0%
4	170	35%	0%
5	942	19%	0%
6	1,208	13%	0%
7	3,134	12%	0%
8	197	12%	0%
9	1,679	17%	0%
10	35	6%	0%
11	2,259	16%	0%
12	3,854	12%	0%
13	3,570	12%	0%
14	1,660	14%	2%
15	1,007	18%	2%
Other	1,232	16%	0%

**GENERAL BUSINESS AND INDUSTRY  
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2000**

ALBANY, GA	24	DES MOINES, IA	56
ALBANY-SCHENECTADY-TROY, NY	62	DETROIT, MI	128
ALBUQUERQUE, NM	90	DOTHAN, AL	17
ALEXANDRIA, LA	24	DOVER, DE	17
ANCHORAGE, AK	68	EL PASO, TX	24
ANNISTON, AL	59	FARGO-MOOREHEAD, ND-MN	22
ATHENS, GA	15	FAYETTEVILLE, NC	37
ATLANTA, GA	535	FLAGSTAFF, AZ-UT	25
AUGUSTA, GA-SC	19	FORT LAUDERDALE-HOLLYWOOD, FL	26
AUSTIN, TX	33	FRESNO, CA	66
BAKERSFIELD, CA	24	FT WALTON, FL	91
BALTIMORE, MD	158	GRAND FORKS, ND-MN	18
BANGOR, ME	24	GRAND RAPIDS, MI	28
BILLINGS, MT	29	GREENSBORO-WINSTON-SALEM, NC	103
BILOXI-GULFPORT, MS	84	HARRISBURG, PA	24
BIRMINGHAM, AL	90	HARTFORD, CT	78
BOISE CITY, IN	42	HONOLULU, HI	129
BOSTON, MA	341	HOUSTON, TX	94
BREMERTON, WA	164	HUNTSVILLE, AL	28
BRYAN-COLLEGE STATION, TX	18	INDIANAPOLIS, IN	92
BUFFALO, NY	72	JACKSON, MS	81
CHARLESTON, WV	22	JACKSONVILLE, FL	272
CHARLESTON-N. CHARLESTON, SC	45	JACKSONVILLE, NC	38
CHARLOTTE-GASTONIA, NC	23	KANSAS CITY, MO-KS	345
CHICAGO, IL	394	KILLEEN-TEMPLE, TX	28
CINCINNATI, OH-KY-IN	37	KNOXVILLE, TN	43
CLARKSVILLE-HOPKINSVILLE, TN-KY	29	LAFAYETTE, LA	16
CLEVELAND, OH	102	LAS CRUCES, NM	24
COLORADO SPRINGS, CO	53	LAS VEGAS, NV	58
COLUMBIA, SC	92	LEXINGTON-FAYETTE, KY	35
COLUMBUS, GA-AL	22	LINCOLN, NE	20
COLUMBUS, OH	91	LITTLE ROCK-NORTH LITTLEROCK, AR	83
CORPUS CHRISTI, TX	71	LOS ANGELES-LONG BEACH, CA	288
DALLAS-FORTWORTH, TX	437	LOUISVILLE, KY-IN	69
DAVENPORT-ROCK ISLAND-MOLINE, IA-IL	36	LUBBOCK, TX	27
DAYTON, OH	486	MACON, GA	322
DENVER-BOULDER, CO	534	MADISON, WI	15

MANCHESTER, NH	25	RAPID CITY, SD	16
MELBOURNE-TITUSVILLE-COCOA, FL	17	RICHMOND, VA	131
MEMPHIS, TN-AR-MS	56	RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	58
MIAMI, FL	81	SACRAMENTO, CA	136
MILWAUKEE, WI	69	SALT LAKE CITY-OGDEN, UT	282
MINNEAPOLIS-ST PAUL, MN-WI	147	SAN ANTONIO, TX	264
MONMOUTH, NJ	29	SAN DIEGO, CA	231
MONTGOMERY, AL	45	SAN FRANCISCO-OAKLAND, CA	261
NASHVILLE-DAVIDSON, TN	92	SAN JOSE, CA	44
NASSAU-SUFFOLK, NY	35	SAN JUAN, PR	96
NEW LONDON-NORWICH, CT-RI	24	SANTA BARBARA-SANTA MARIA-LOMPOC, CA	29
NEW ORLEANS, LA	148	SAVANNA, GA	15
NEW YORK, NY-NJ	314	SEATTLE-EVERETT, WA	246
NEWARK, NJ	118	SHREVEPORT, LA	28
NEWBURG, NY-PA	38	SPOKANE, WA	47
NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	189	SPRINGFIELD, IL	27
OAKLAND, CA	26	ST.LOUIS, MO-IL	663
OKLAHOMA CITY, OK	292	SYRACUSE, NY	33
OMAHA, NE-IA	54	TACOMA, WA	32
ORANGE COUNTY, CA	139	TAMPA-ST PETERSBURG, FL	74
ORLANDO, FL	48	TEXARKANA, TX-TEXARKANA, AR	35
PANAMA CITY, FL	16	TOPEKA, KS	18
PARKERSBURG-MARIETTA, WV-OH	15	TUCSON, AZ	49
PENSACOLA, FL	18	TULSA, OK	25
PHILADELPHIA, PA-NJ	632	VALLEJO-FAIRFIELD-NAPA, CA	16
PHOENIX, AZ	173	VENTURA, CA	40
PITTSBURGH, PA	102	WASHINGTON, DC-MD-VA	3472
PORTLAND, OR-WA	150	WICHITA, KS	33
PORTSMOUTH-ROCHESTER, NM-ME	19	YOLO, CA	17
PROVIDENCE-WARWICK-PAWTUCKET, RI-MA	34	YUMA, AZ	15
RALEIGH-DURHAM, NC	55		
SUBTOTAL			16,949
OUTSIDE MSAS			3,387
OTHER MSAS			889
<b>TOTAL</b>			<b>21,225</b>



## **AGENCY ABBREVIATIONS**

DoD	Department of Defense
Educ.	Department of Education
EPA	Environmental Protection Agency
FEMA	Federal Emergency Management Administration
GSA	General Services Administration
HHS	Health and Human Services
HUD	Housing and Urban Development
Inter.	Department of the Interior
NASA	National Aeronautics and Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
SBA	Small Business Administration
DOT	Department of Transportation
Treas.	Department of the Treasury
VA	Department of Veterans Affairs